



Spin Class Anyone?

We've all had those days....

You're trying to move things forward but you've done so much *spinning* you would have gotten an award in your Spin Class for going the greatest distance!

If you're feeling a bit dizzy and getting nowhere closer to your goals, we have one word for you: **partnerships!**

Here's how Dictionary.com defines partnerships:

A relationship between individuals or groups that is characterized by mutual cooperation and responsibility, as for the achievement of a specified goal.

In our L&D world, we define "specified goal" as performance. Also, in our world, we need to understand that the rest of the organization knows very little about what we do. Hence our frustration when trying to get things done.

The key is knowing **who** to partner with and **how to** partner effectively. And effective partnering involves identifying what *drives or motivates* a partnership on the other person's part and educating these key players about how we can make a difference in performance.

If you'd like more information on forming organization partnerships in order to improve performance, check out the great resources we've put together just for you:

***How to Get Things Done 101:
Building Partnerships with Management & Learners***
One-hour VILT

September 18
9 am PT/Noon ET

Certified Performance Consultant (CPC)

Four 3-hour VILT Sessions

October 16, 18, 22, 24

So join us and save your spinning for the gym!

Cheers,

Team M&M

Melissa Smith & Maria Chilcote



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